

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?



ST. JOHN'S UCC
DOVER, OHIO

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

St. John's United Church of Christ Dover, Ohio

Senior Minister

Heartland Conference; Living Water Association

May 22, 2022

LOCAL CHURCH PROFILE CONTENTS

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*"God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work."
(2 Corinthians 9:8)*

St. John's United Church of Christ

409 N Wooster Ave

Dover, Ohio 44622

To Prospective Pastor Candidates:

Welcome to St. John's UCC, Dover! We are pleased to share the attached background information about our church. The profile includes some history of our church, current activities and our goals for the future. Our team followed the standard UCC format, which can be a little dry and in some cases the prompts seem redundant.

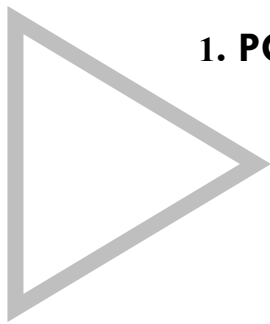
We are excited to meet you and we want to share our enthusiasm for helping others and spreading the word of God. St. John's has been a landmark in Dover for over 180 years and as we look to the future, we recognize that meeting the needs of our congregation and the community will look different than it has in the past. It is our hope that your leadership and our vision for the future will come together to continue the legacy of our church for many generations to come.

The Dover community offers many of the cultural amenities of the large metropolitan areas in a smaller setting. As reflected in the profile, we have excellent education systems with many sports and extracurricular activities. The people are friendly and welcoming – it's a great place to raise a family!

St. John's looks forward to meeting you and considering a future together.

*St. John's UCC, Dover
Pastor Transition Team*





1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: **St. John's United Church of Christ**

Street address: **409 N. Wooster Ave.; Dover, Ohio 44622**

Website: www.doverstjohns.org

Facebook Group: **St. John's United Church of Christ, Dover, Ohio**

Facebook Pages: **St. John's United Church of Christ - Dover**
St. John's Preschool Dover

Additional ecumenical affiliations:

St. John's has a strong tie to community ecumenical service agencies and the many service programs they provide:

- **Homeless Shelter**
- **Food Pantry**
- **Summer Lunch Program**
- **Mission Trips (underprivileged areas & natural disasters)**
- **Salvation Army**
- **Operation Christmas Child (Shoe Box Ministry)**
- **Community Worship Services**
- **Church World Service**

Conference: **Heartland Conference**

Association: **Living Water Association**

UCC Conference or Association Staff Contact Person:

Rev. Nayiri Karjian, Association General Minister

o. 330-940-2220 x102

c. 203-722-9174

nayiri.agm@livingwaterone.org

Summary Ministry Description:

We are a church that is headed into the future with a multi-faceted ministry. St. John's serves as home to 120 Pre-K students, we offer youth programs for ages preschool through high school, small-group gatherings for focus groups, traditional worship on Sunday and we have recently added a center for Contemporary Worship. We offer worship settings in-person, through livestream, on social media and recorded for our homebound community. We have compiled many of the pieces of ministry for growth and are looking for a leader to help bring these visions to reality.

What we value about living in our area:

Dover is a community of about 13,000 people and is adjacent to New Philadelphia, which has a population of about 17,000. Located in a rural setting with outdoor recreational activities, we are in close proximity to Cleveland, Columbus & Pittsburgh. We value education with our own St. John's Pre-K program, excellent public schools with rich sports & extracurricular choices and the local Kent State University, Tuscarawas Campus (enrollment 3,000+). The community is rich in the arts, including "Trumpet in the Land" outdoor historical drama, Tuscarawas County Center for the Arts, "Little Theatre" (community theater) and the Performing Arts Center at Kent State University, Tuscarawas Campus.

Current size of membership:

- **568 – Official Record**
- **300 – Currently Contributing and/or Attending**
- **100 – Average Attendance in-person for Sunday Worship (post pandemic)**

Languages used in ministry (*other than English*):

None

Position Title:

Senior Minister

Position Duration:

Settled

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

Scope of Work:

- **Responsible for preparation & leadership of Sunday worship**
- **Oversight & supervision of church staff**
- **Leadership development of staff & lay leaders for ministry and programs**
- **Community engagement for St. John's to be an ambassador of God's love**
- **Strategic planning for current and new directions in ministry**
- **Promote stewardship and faithful financial development**
- **Faith formation and vitality of lay leadership through bible study, prayer & service**
- **Counseling, listening & referral for appropriate services**
- **Energizing & deepening the spiritual faith & understandings of others**

Core Competencies:

- **Compassionate and able to effectively lead & administrate**
- **Vision for the future and techniques to achieve the vision**
- **Intellectually challenging & spiritually grounded**

1c. COMPENSATION AND SUPPORT

Salary Basis:

- **Follow the Compensation Guidelines from the Heartland Conference (negotiable)**

Salary & Benefits Package:

- **Base Salary**
- **Housing Allowance**
- **Social Security offset**
- **Paid Vacation**
- **Medical, Dental, Life & Disability Insurance**
- **Health/Dependent Care Flexible Spending Account (FSA)**
- **Pension Plan**
- **Professional Expenses**
- **Mileage Reimbursement**
- **Continuing Education**

What is the expected living situation for your next minister:

- **No parsonage – Settled Minister has the opportunity to build equity in housing in the local community or within easy commuting distance (typically within 30 minutes)**

State any incentives:

- **Sabbatical leave for the purpose of spiritual and/or intellectual enrichment based on Heartland Conference guidelines**

Peer & Professional Support:

- **The offices of the regional association & conference are available to provide support to the pastoral staff and congregation as needed**
 - **Living Water Association (offices in Akron, Ohio area)**
 - **Heartland Conference (office located in the Columbus, Ohio area)**

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Ministry Goals:

- **Build toward a rejuvenated future, increasing the spread of Christianity within the community**
- **Maintain St. John's sense of mission in a modern context**
- **Increase awareness of social justice issues**

Ministry beyond our walls:

- **Awareness of community needs & support programs to address the burdens of those in need**
- **Knowledge of UCC initiatives and tailoring them for St. John's needs**
- **Think creatively about how to bring worship & build community beyond the walls of the church**

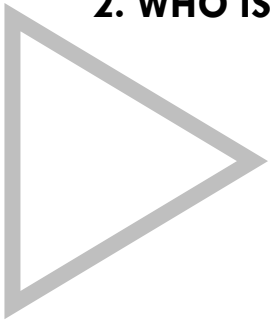
Language requirements or culturally specific capacities:

- **We are primarily a Caucasian, English-speaking congregation with a diverse mix of ethnic backgrounds**
- **We seek a minister who would be open to language & teachings relevant to today**

Marks of Faithful & Effective Ministry:

- **Loving God, following Jesus Christ, and being guided by the Holy Spirit, living a life of discipleship**
- **Empowering the Church to be faithful to God's call, reflective of Christ's mission and open to the surprises of the Holy Spirit**
- **Leading faith formation effectively across generations by understanding community context, navigating change and being strategic in creating the future of God's church**
- **Exhibiting strong moral character and personal integrity, while respecting the dignity of all God's people**

2. WHO IS GOD CALLING US TO BECOME?



“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

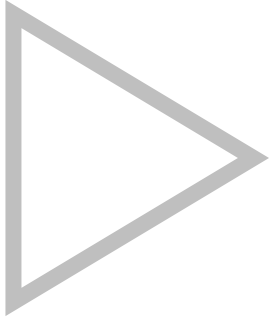
St. John’s strives to be a church that displays the love of Christ, connecting people from all walks of life through our services, discipleship, outreach, and spiritual growth.

How is God calling you to reach the emerging challenges and opportunities of your community?

We are currently expanding the worship style to include contemporary services and community outreach programs. Our church campus includes a facility adjacent to the main sanctuary which will lend itself well to a contemporary worship style. We have recently renovated this facility and are developing programming to reach the community needs. In addition to the contemporary programming, we will be offering community outreach serving various needs of the Dover community. One goal is to reach the needs of young adults and families while continuing to foster relationships with those who are actively involved in our traditional programming. We hope to be able to pass the legacy of St. John’s to future generations, as it has been shared with us in the past.



3 WHO ARE WE NOW?



“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

- **Purpose as stated in the Constitution:**
 - It shall be the purpose of this congregation to worship God, to preach the gospel of Jesus Christ as revealed in the Bible, and to celebrate the Sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service toward humanity, to strive for righteousness, justice, and peace, and to develop and maintain a comprehensive and unified program of Christian Education.
- **Our Present Calling:**
 - We wish to provide relevant Christian worship and educational offerings for a changing world, building an even larger community of individuals who follow Jesus. We want to be intentional with, capitalize on, and invigorate our many ministries: traditional worship, Fourth & Faith initiatives and educational offerings, including our Pre-K program. Our desire is to build a vibrant space, both within and outside of our walls, that connects us with current needs of the Dover and Tuscarawas County communities. We aspire to serve our neighbors, providing them with a safe, welcoming environment in which they can experience the love of Jesus Christ.

Describe several strengths or positive qualities of your congregation.

- **Welcoming atmosphere**
- **Longstanding traditions**
- **Embracing the changing times**
- **Diverse music program**
- **Mission focused**
- **Financial stability**

Describe what worship is like when your congregation gathers.

Currently the most well-attended service is held in our sanctuary. It is based around scripture, prayer, music, children's message and a sermon from the pulpit. We celebrate communion monthly and various Christian observations. We have offered parking lot services, gatherings on the lawn, online options and recorded ministry for the homebound. Throughout the year we have services dedicated to themes representing the activities of the congregation such as: graduation, scholarship, scouts, memorial, music, Mothers' Day & Fathers' Day.

Describe the educational program/faith formation vision of your church.

We offer programming for children ages preschool through high school with a varying curriculum. We offer Sunday School for elementary age children, which is held during our Sunday worship service, various music programs and performances. The youth participate in our service and mission projects but are difficult to reach during their late teens and twenties. Two classes are offered for adults: the Pastor's class and the Adult Contemporary Class. Our goal is to grow participation and involvement in all of these programs.

Describe how your congregation is organized for ministry and mission.

- **New programs and missions are introduced by members of the congregation or from the staff. They are directed to the Church Council where they are discussed and approved.**
- **In a large congregation with many programs, the number of planning hours is substantial. The actual decision-making takes place in Church Council, which meets on a monthly basis.**
- **The Church Council is comprised of Elders, Deacons, Trustees and Executive Officers. In addition to the council, the Board of Christian Education oversees some of the programming.**
- **We have a diverse congregation which sometimes leads to challenges for creating a vision.**

- **Crisis resolution**
 - **Church Council has policies and procedures to address crisis situations.**
 - **In the past, Council was called into an emergency session where the issue was discussed, and resolution voted on. The congregation was subsequently informed of the situation and the actions taken.**
- **Copies of the Constitution & By Laws, Annual Report and Financial Reports will be provided to ministerial candidates upon request.**



Tent Service / Cruise-In on the Front Lawn



Activities around St. John's

Banquet Servers



Laugh on the Lawn



Food Pantry



Easter Crafts



Live Nativity



Advent Lantern for Homebound Members



Youth Choir



3b. 11-YEAR REPORT

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
Church#: 522060										
Assoc: 566 Schedule: St John's UCC Dover OH 44622										
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS	TRANSFERS OUT	NET MEMBS ADDS-REMOVED	
2011	740	199	82	3	0	0	16	0	-13	
2012	721	181	61	8	0	3	20	10	-19	
2013	711	195	54	0	0	7	15	2	-10	
2014	707	188	50	11	0	8	19	4	-4	
2015	680	177	45	0	0	7	33	1	-27	
2016	674	158	44	10	0	3	16	3	-6	
2017	657	161	31	5	0	2	23	1	-17	
2018	633	142	29	6	0	2	24	8	-24	
2019	615	134	27	0	0	2	18	2	-18	
2020	592	109	0	9	0	0	24	8	-23	
2021	568	82	0	0	0	0	21	3	-24	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$359,536	\$0	\$7,370	\$589	\$7,959	\$5,452	\$13,411	2.05%	\$372,947	\$365,902
2012	\$307,577	\$0	\$9,040	\$3,585	\$12,625	\$18,426	\$31,051	2.94%	\$338,628	\$333,504
2013	\$340,416	\$0	\$11,767	\$1,174	\$12,941	\$0	\$12,941	3.46%	\$353,357	\$318,128
2014	\$360,547	\$0	\$12,183	\$266	\$12,449	\$43	\$12,492	3.38%	\$373,039	\$337,394
2015	\$353,577	\$0	\$9,315	\$873	\$10,188	\$0	\$10,188	2.63%	\$363,765	\$365,894
2016	\$346,298	\$0	\$8,271	\$1,120	\$9,391	\$0	\$9,391	2.39%	\$355,689	\$327,544
2017	\$357,905	\$0	\$13,170	\$1,216	\$14,386	\$75	\$14,461	3.68%	\$372,366	\$344,221
2018	\$369,914	\$0	\$9,136	\$1,202	\$10,338	\$0	\$10,338	2.47%	\$380,252	\$296,491
2019	\$370,968	\$0	\$14,545	\$750	\$15,295	\$0	\$15,295	3.92%	\$386,263	\$317,300
2020	\$359,703	\$0	\$8,308	\$0	\$8,308	\$0	\$8,308	2.31%	\$368,011	\$357,041
2021	\$362,958	\$0	\$8,834	\$280	\$9,114	\$0	\$9,114	2.43%	\$372,072	\$377,416
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2016-2021	-15.73%	-48.10%	COVID	3.86%	19.58%	4.81%	-2.95%	4.81%		
2011-2021	-21.22%	-58.79%	COVID	11.22%	34.46%	0.95%	14.51%	0.95%		



Mission Trip to S. Carolina



3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	300	√
Number of active non-members:	20	√
Total of church participants (sum of the numbers above):	320	√

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	√
Less than 10, more than 5 years:	20%	√
Less than 5 years:	5%	√

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
10	15	10	10	30	45	70	85	45	√

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	√
Households with minors:	10%	√
Single adults age 35-65:	15%	√
Joint households with no minors:	40%	√
Single adults over 65:	30%	√

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	30%	√
College:	40%	√
Graduate School:	10%	√
Specialty Training:	20%	√
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	45%	√
Adults who are retired:	50%	√
Adults who are not fully employed:	5%	√

Describe the range of occupations of working adults in the congregation:

- **The congregation has a broad mix of occupations including business, trades, education, agriculture, sales & other professional endeavors.**

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

- **The congregation is primarily Caucasian with a diverse mix of ethnic backgrounds. The local community has seen a significant increase of persons with a Hispanic background, however, many tend to affiliate among themselves and it has not impacted the makeup of our membership.**

Has your congregation recently had a conversation about welcoming diversity?

- **We recently formed an ONA Pro-Tem Committee to discern whether St. John's might formally become an Open and Affirming Congregation. The group is utilizing a Toolkit provided by the ONA Coalition which is designed as a guide for those who wish to facilitate a Welcoming Journey in their local faith community.**

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	30	Lay leaders
Baptisms (<i>number last year</i>)	2	Pastoral Staff
Children's Groups or Classes	20	Director of Christian Education & volunteers
Christmas Eve and Easter Worship	195	Pastoral Staff & Elders
Church-wide Meals	80	Volunteer members
Choirs and Music Groups	20	Choir directors
Church-based Bible Study	20	Pastoral staff & lay leaders
Communion (<i>served how often?</i>)	100	Monthly plus Ecumenical Occasions
Community Meals	50	Lay leaders
Confirmation (<i>number confirmed last year</i>)	9	Pastoral staff
Drama or Dance Program	NA	
Funerals (<i>number last year</i>)	21	Pastoral staff
Intergenerational Groups	35	Board of Christian Education (summer activities on front lawn)
Outdoor Worship	1	Pastoral staff and lay leaders (outdoor Tent Service on front lawn)
Prayer or Meditation Groups	15	Lay leaders
Public Advocacy Work	10	Lay leaders
Retreats	15	Pastoral staff & Lay leaders
Theology or Bible Programs	20	Lay leaders

Weddings (<i>number last year</i>)	3	Pastoral staff
Worship (time slot: 10:30am)	100	Pastoral staff (pre pandemic 130)
Young Adult Groups or Classes	NA	Currently developing Contemporary Worship programming in new “Fourth & Faith” facility
Youth Groups or Classes	20	Director of Christian Education & volunteers
Other		

Additional comments: **We have recently remodeled a building adjacent to the church to house Contemporary Worship and Community Outreach programming. A primary goal is to reach a younger & more diverse sector of the community with worship and programming.**

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Jeffery Jackson	3		Interim Senior Minister	N
Pastor Dorothy Hartzell	3		Pastor of Visitation	N
Ryan Lind	No		Contemporary Worship Leader	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

None

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Senior Minister	Y	Full-time	Elders	NA
Pastor of Visitation	N	Part-time	Senior Minister	11 years
Contemporary Worship Leader	N	Part-time	Senior Minister	< 1 year
Director of Christian Education	N	Part-time	Senior Minister	12 years
Church Secretary	N	Full-time	Senior Minister	3 years
Office Assistant	N	Part-time	Senior Minister	20 years
Lead Custodian	N	Full-time	Senior Minister	1 year
Assistant Custodian	N	Part-time	Senior Minister	Open Position
Media Coordinator	N	Part-time	Senior Minister	4 years
Organist	N	Part-time	Senior Minister	60 years
Adult Choir Director	N	Part-time	Senior Minister	3 years
Children's Choir Director	N	Part-time	Senior Minister	8 years
Accompanist	N	Part-time	Senior Minister	20 years
Pre-K Director/Teacher	Y	Full-time	Pre-K Board	1 year
Pre-K Teacher	N	Full-time	Pre-K Director	8 years
Pre-K Teacher	N	Full-time	Pre-K Director	6 years
Pre-K Assistant	N	Full-time	Pre-K Director	4 years
Pre-K Assistant	N	Full-time	Pre-K Director	1 year
Pre-K Assistant	N	Full-time	Pre-K Director	1 year

REFLECTION

St. John's is a vibrant part of the Dover community providing programming ranging from preschool youth through adult focus groups. We open our doors to the community for a wide range of groups to serve the needs of their members.

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	<u>2021 Actual</u>	Amount
Annual Offerings and Pledged Giving		\$ 291,460
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)		\$ -0-
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)		\$ -0-
Fundraising Events		\$ 12,000
Gifts Designated for a Specific Purpose		\$ 81,307
Grants (Federal Government PPP Loan – Fully Forgiven)		\$ 62,525
Rentals of Church Building		\$ 14,342
Rentals of Church Parsonage		\$ NA
Support from Related Organizations (<i>e.g. Women's Group</i>)		\$ -0-
Transfers from Special Accounts		\$ -0-
Other (specify): Capital Campaign – Fourth & Faith		\$ 17,930
Other (specify):		\$ -0-
TOTAL		\$ 479,564

Current annual expenses (dollars budgeted for most recent fiscal year):

\$ 395,000 General Fund Operating Expenses

Most recent church budget following on next page:

St. John's United Church of Christ
2022 Budget - General Operating Fund

<i>Account Description</i>	<i>Actual</i> 2017	<i>Actual</i> 2018	<i>Actual</i> 2019	<i>Actual</i> 2020	<i>Actual</i> 2021	<i>Budget</i> 2022
RECEIPTS						
General Fund Contributions	294,045	250,033	272,745	271,543	291,460	292,100
Rental Income	35,715	36,120	29,260	14,690	14,342	14,700
Government Stimulus Funds	0	0	0	52,639	62,525	0
Transfer from Investments	28,145	83,761	68,963	20,831	(5,369)	87,680
TOTAL INCOME	\$357,905	\$369,914	\$370,968	\$359,703	\$362,958	\$394,480
EXPENSES						
MINISTERIAL STAFF						
Salaries & Benefits	156,339	161,849	169,435	186,059	170,095	148,981
Staff Training	912	604	397	0	1,008	3,000
Auto Mileage	<u>2,882</u>	<u>3,304</u>	<u>3,025</u>	<u>512</u>	<u>837</u>	<u>6,500</u>
	160,132	165,756	172,857	186,571	171,940	158,481
OFFICE / CUSTODIAL STAFF						
Office & Custodial Salaries	54,512	56,611	60,548	52,986	50,745	68,782
Employment Taxes	<u>10,654</u>	<u>4,438</u>	<u>(1,497)</u>	<u>286</u>	<u>9,701</u>	<u>11,253</u>
	65,166	61,049	59,051	53,271	60,446	80,035
MINISTRY OF COMMUNICATION						
Postage	1,987	1,592	1,574	1,565	3,554	3,000
Worship Supplies	1,185	1,467	1,421	940	697	1,500
Office Supplies	8,726	6,816	7,732	6,861	6,818	8,250
Recognition Gifts	1,514	1,330	1,460	1,348	1,169	1,800
Devotional Materials	454	468	479	468	544	545
Evangelism	2,302	1,924	2,539	1,620	1,825	2,000
Misc Expense	<u>11,312</u>	<u>13,151</u>	<u>12,325</u>	<u>14,039</u>	<u>14,261</u>	<u>17,225</u>
	27,480	26,748	27,531	26,841	28,868	34,320
MINISTRY OF MUSIC						
Salaries	23,094	23,557	23,234	21,264	22,648	24,219
Music Supplies	1,294	2,093	1,282	506	661	1,500
Equipment Maintenance	<u>2,022</u>	<u>285</u>	<u>484</u>	<u>100</u>	<u>2,236</u>	<u>2,000</u>
	26,410	25,935	25,000	21,870	25,546	27,719
MINISTRY OF EDUCATION						
Curriculum & Supplies	2,093	1,206	1,083	546	647	2,000
Camps & Retreats	68	0	0	0	0	500
Vacation Bible School	1,169	1,742	1,924	546	0	2,500
Recreation & C/E Events	329	114	57	46	211	300
Youth Minisries	827	598	460	316	261	2,000
Nursery Committee	<u>16</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>50</u>
	4,502	3,660	3,524	1,454	1,119	7,350
PROPERTIES						
Utilities	37,314	44,285	41,229	35,526	41,417	47,244
Insurance & Taxes	22,409	22,836	24,010	23,957	21,178	21,830
Custodial & Maintenance Supplies	2,235	2,936	2,936	1,483	1,896	3,500
Property Maintenance	<u>13,160</u>	<u>17,585</u>	<u>15,626</u>	<u>8,730</u>	<u>10,549</u>	<u>14,000</u>
	75,118	87,642	83,801	69,696	75,040	86,574
TOTAL EXPENSES	\$357,905	\$369,914	\$370,968	\$359,703	\$362,958	\$394,480
NET GAIN (DEFICIT)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

Approximately 40-45% of the General Fund operating expenses. See detail in the budget file attached.

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?

√ Our Church's Wider Mission (OCWM – Basic Support)

√ One Great Hour of Sharing

√ Strengthen the Church

√ Neighbors in Need

√ Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage?

Designated offering envelopes

What is the church's current indebtedness?

None

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

The current project, to repurpose a building adjacent to the church for contemporary worship & community outreach, was completed earlier this year. We are currently developing programming for this new mission project.

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2020-22	Renovate building adjacent to property	\$339,368	\$339,368	Contemporary Worship and Community Outreach programming
2017-18	Organ Renovation	\$192,758	\$192,758	Rebuild & upgrade Holtkamp pipe organ originally built in 1881
2015-16	Stained Glass Window & Sanctuary Renovation	\$255,215	\$255,217	Rebuild & repair all stained art-glass windows and repaint sanctuary

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign:

As mentioned earlier, we have remodeled a building adjacent to the church to house Contemporary Worship and Community Outreach programming. A primary goal is to reach a younger & more diverse sector of the community with worship and programming.

Does your church have an endowment?

Yes

What is the market value of the assets?

\$2,000,000

Are funds drawn as needed, regularly, or under certain circumstances?

Funds are drawn from restricted categories for specific designations (ie Scholarship, Capital Improvement) and from unrestricted categories on an as-needed basis.

What is the percentage rate of draw (last year, compared to 5 years ago)?

Typical withdrawal rate for designated categories has been 1.0% for each of the past 5 years.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

% of Invested Endowment Fund withdrawn for General Fund operating expenses:

- **2021 0.0%**
- **2020 1.0%**
- **2019 3.5%**
- **2018 5.0%**
- **2017 1.9%**

At the current rate of draw, how long might the endowment last?

Indefinitely

Please comment on the above calculations or estimates:

We have had several generous bequests from estates and have successfully invested the funds for growth, resulting in doubling the fund balance since 2015. In 2020 & 2021 St. John's benefited from government stimulus funds offered during the pandemic.

Does your church have a parsonage?

No

Describe all buildings owned by the church:

- **Sanctuary building constructed in the 1880's and remodeled several times**
 - The main structure is a large brick Gothic-style building with a 350-seat nave with exquisite art windows, social hall, fellowship center, youth center/lounge, choir practice rooms, children's nursery, full commercial kitchen and kitchenette. This structure was most recently renovated in 2001.
- **Education building constructed in the 1960's**
 - The attached two-story education building includes a central office complex, conference room, children's library and eight classrooms. This facility is also home to a certified pre-K program with enrollment of 120 students.
- **Contemporary Worship & Community Outreach building repurposed in 2021**
 - The most recent addition to the St. John's campus is a former retail site located adjacent to the other church buildings. It has been renovated to be the home of Contemporary Worship and Community Outreach.
- **Rented garage building adjacent to the church buildings**
 - Not utilized by the church and leased to a third party, providing rental income to St. John's.

Which spaces are accessible to wheelchairs?

- **The sanctuary, contemporary worship, office, fellowship areas and 1st floor of Education buildings are all accessible. Some areas are not readily accessible. If a pastor has special needs, we will make reasonable accommodations.**

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

St. John's is financially stable and has been the beneficiary of several large estate bequests which have funded a sizable Investment/Endowment Fund. With each bequest we have tithed a portion of the proceeds to benefit the community. We offer various mission programs such as a "Blessing Box" (providing non-perishable food for members of the community), support for medical patients, area homeless shelter, and other local charities. Our recent expansion, with the building renovation for the Fourth & Faith contemporary worship center, is an example of a new ministry initiative for the Dover community. The entire project has been funded through sponsorships and contributions from the membership at St. John's.

3f. HISTORICAL INFORMATION

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

When there are times of disagreement or conflict the matter is referred to the pastoral staff and/or the church council, depending upon the severity. If it rises to the level of church council, the issues are researched, discussed and a resolution plan developed. Along the way, the congregation is apprised of the situation, kept up to date on the issues and ultimately the actions taken.

Ministerial History *(include all previous ministerial staff for the past 30 years)*

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Thomas J. Dunkle (Senior Minister)	9	Y
Pastor Dorothy Hartzell (current Pastor of Visitation)	10	Y
Rev. Edwin G. Shriver (Associate Minister)	3	Y
Rev. Michael W. Lowery (Senior Minister)	5	Y
Rev. Daniel Schaffer (Associate Minister)	4	Y
Rev. Amy Joy Prather (Associate Minister)	4	Y
Rev. Richard A. Plant (Associate Minister)	3	Y
Rev. Steven J. Daniels (Senior Minister)	10	Y
Rev. W. Eric Walch (Associate Minister)	4	Y
Rev. J. Richard Coyle (Senior Minister)	9	Y

Has any past leader left under pressure or by involuntary termination?

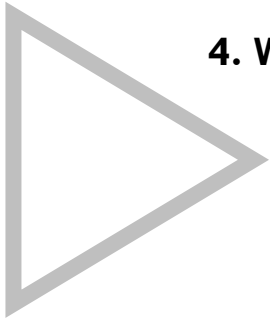
About 12 years ago the church worked with the Eastern Ohio Association on a conflict resolution plan with the Senior Minister. At the conclusion of the program the pastor announced his resignation and he left St. John’s shortly after.

Has your church been involved in a Situational Support Consultation?

See comment above

Has a past pastor been the subject of a Fitness Review while at your church?

No



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

St. John's has a long history of service to the local community and the larger world. We regularly support the UCC's OCWM, 5-for-5 missions, plus we offer outreach programs to the local community. A few examples are as follows:

- Blessing Box
- Summer Lunch Program
- Homeless Shelter
- Food Pantry
- Community Meals
- Cancer Care Support Programs
- Operation Christmas Child (Shoe Box Ministry)
- Alcoholics Anonymous
- Scout Programs
- Live Nativity
- Youth Mission Trips (Lotts Creek, KY)
- CWS Disaster Relief Buckets
- Chocolate Walk (benefit to local library)

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

We have sent delegates to the national synod and have members who volunteer their time with association & conference projects.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We recently formed an ONA Pro-Tem Committee to discern whether St. John's might formally become an Open and Affirming Congregation. The group is utilizing a Toolkit provided by the ONA Coalition which is designed as a guide for those who wish to facilitate a Welcoming Journey in their local faith community.

Describe your congregation's participation in ecumenical and interfaith activities:

The St. John's youth group has joined with other church youth groups, a local Men's Fellowship group meets regularly for breakfast with representation from many area churches. We also offer Bible Study and Book Club groups that often draw members from outside of St. John's.

How does your mission/purpose statement compare to the actual time spent engaging in different activities?

The St. John's Statement of Purpose can be broken down into the following highlights:

- **Worship God and preach the gospel of Jesus Christ as revealed in the Bible**
- **Celebrate the Sacraments of Communion**
- **Realize Christian fellowship and unity within the church universal**
- **Render loving service toward humanity**
- **Strive for righteousness, justice, and peace**
- **Develop and maintain a comprehensive program of Christian Education**

Our current programming touches on each of these goals as represented in the many examples cited throughout this profile.

Reflect on the scope of work assigned to your pastors and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time

As outlined in the Scope of Work for this position, we encourage our staff members to participate in ecumenical, community and wider church ministries within the limitations of time and resources.

4b. MISSION InSite

Comment on your congregation's MissionInSite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The demographic mix of Dover and the surrounding community follows closely with the trends for the state of Ohio. The population is stable, with modest growth projected over the next decade. The average age of the community members is in their early 40's and the number of families with children is constant in the mid-30% range. We anticipate that St. John's initiatives to focus on programming for young adults and families will be well received in the local area. Detail information is available on the MissionInSite website.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

The congregation is primarily Caucasian with a diverse mix of ethnic backgrounds. The local community has seen a significant increase of persons with a Hispanic background. Although they tend to worship in their own churches, many benefit from our outreach programs.

How are the demographics of the community currently shaping ministry, or not?

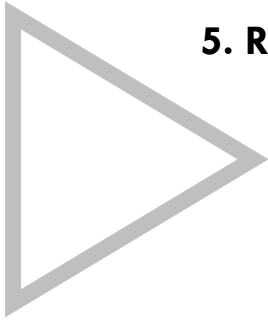
Our Fourth & Faith ministry is focused on outreach to the local community to offer an alternative form of worship and programming. We hope to reach a broader sector of the community, many of whom are not participating in our traditional programs.

What do you hear when you talk to community leaders and ask them what your church is known for?

St. John's is a vibrant part of the community, offering a wide range of programming and opening its doors to many outside groups who utilize the facilities to reach the needs of their members.

What do new people in the church say when asked what got them involved?

St. John's is welcoming to new members, with some becoming involved in church leadership and focus groups. They often bring new ideas to better reach the needs of our community neighbors.



5. REFERENCES

Non-members of St. John's who know the church well and are willing to talk with candidates seeking more information:

REFERENCE 1

Doug & Linda Davis

Former members of St. Johns who moved from the area a few years ago to be closer to family. They have both been involved in leadership roles during their time at St. John's.

Email: davis43085@gmail.com

Mobile – Doug: 330-343-2379

Mobile – Linda: 330-401-8535

REFERENCE 2

Sheila Hagy

Previous Administrative Assistant in the church office who left a few years ago to work for her home church. Sheila was very involved in the administration of the church and knows the operations well.

Mobile: 330-204- 9416

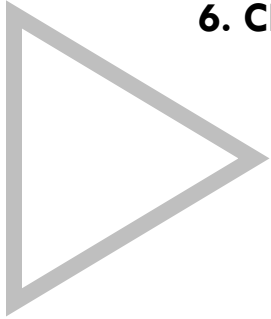
REFERENCE 3

Dean & Heidi Unzicker

Past active participants of St. John's who moved from area a few years ago to be closer to family. While they were not officially members, they had active roles in the church life.

Mobile – Dean: 330-806-3985

Mobile – Heidi: 330-806-8880



6. CLOSING THOUGHTS

a. CLOSING PRAYER

b. STATEMENT OF CONSENT

c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Heavenly Father, as we embark on the process of searching for a Settled Pastor we seek your guidance and ask that you watch over our congregation and the prospective candidates as we prepare for a new journey. Amen

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Which individuals and groups in the church contributed to the contents of this profile?

The profile has been compiled by the Pastor Transition Team with input from an all-church survey. The team was appointed for the purpose of polling the congregation and initiating the search for a settled pastor.

Signed:

Daniel Dummermuth

Daniel Dummermuth

Church Council President

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment: St John's in Dover is one of our multigenerational, multi staffed congregations with a living and active ministry within its church building walls and without. A congregation with good standing in our Association, St John's is well known for its ministry and mission outreach to its wider community and beyond. The congregation boasts a variety of ministries and programs, a strong lay leadership, a deep commitment to the Gospel and a vision that calls for leadership in collaboration with the pastor. St John's members are often involved in the life of the Association, in the wider church and in their immediate communities.

To the best of my knowledge, ministerial history information is complete.

Staff Comment: Yes

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: Yes

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Nayiri Karjian, Association General Minister

Email: nayiri.agm@livingwaterone.org

Phone: o. 330.940.2220 x102; c. 203.722.9174

Date: May 31, 2022

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22